Resolution Supporting University of California Low-wage Patient Care and Service Employees and the Findings of *Failing California’s Communities: How the University of California’s Low Wages Affect Surrounding Cities and Neighborhoods.*

WHEREAS, The University of California (UC) public education and health care system is one of the state’s largest employers, and the University of California San Francisco (UCSF) is the second largest employer in the City and County of San Francisco; and

WHEREAS, UC employs 11,300 UC patient care employees who are vocational nurses, ultrasound technologists, pharmacy technicians and other frontline hospital workers who assist in surgeries, draw blood, take vital signs, help patients with bathing and eating, safely transport patients to and from medical tests and surgeries, and UC employs 9,000 UC service workers who perform a variety of jobs including cleaning dorms, offices and hospitals, cooking and serving food, maintaining buildings and grounds, and providing parking services; and

WHEREAS, 2,300 UC patient care employees and 1,000 UC service employees are employed at the UCSF campuses, medical centers, clinics and administrative offices; and

WHEREAS, A study entitled, “Failing California’s Communities,” jointly produced by the Center for Labor & Community Research and the Partnership for Working Families, found that UC patient care and service workers live in areas that are most in need of greater economic development and opportunity because they are clustered in cities and neighborhoods where income is 15% lower and poverty is 50% higher than in the surrounding counties; and

**Supervisor Tom Ammiano, District 9**

BOARD OF SUPERVISORS
WHEREAS, the study found that UC fails these low-income communities when comparable hospitals and colleges pay on average 25% more than UC; and

WHEREAS, an economic impact analysis in the study found that if UC paid the same livable wages as other hospitals and colleges, the statewide impact would include $147 million more spending on local goods and services; $23 million in additional local business earnings; $9 million in increased state and local tax revenue; and nearly 900 new jobs; and

WHEREAS, in San Francisco, the Inner and Outer Mission districts; Visitation Valley; and other low-income neighborhoods where UC’s lowest paid workers are concentrated, would receive the greatest benefit from these impacts; and

WHEREAS, A substantial number of UC patient care and service workers earn such below-market wages in areas with such a high cost of living that they live on the edge of poverty, have to work two jobs, and sometimes end up on public assistance; and

WHEREAS, the UC patient care and service workers are represented by the American Federation of State, County, and Municipal Employees (AFSCME) Local 3299, and have the opportunity in contract negotiations to improve their standard of living and help raise their families and communities out of poverty; and

WHEREAS, UC patient care and service workers need market-rate wages, a statewide minimum wage of $15/hour, and $16/hour for certified or licensed workers, as well as an automatic “step” system whereby workers are guaranteed a wage increase for every year of loyal service; and

WHEREAS, UC patient care and service workers also need UC to guarantee an end to health care benefit cost increases and to provide a transparent, joint employee-management board of trustees for UC retirement plans similar to what all other state workers have; and

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WHEREAS, after months of bargaining, UC, one of the richest public universities in the
country, has offered virtually nothing to address the severely below-market wages and the
resulting high turnover for frontline patient care and service workers; and

WHEREAS, UC has a diverse and varied source of funding, and the largest funding
source for the UC patient care and worker salaries is revenues from the profitable and
growing medical centers, while only 8.6% of funding comes from the State general fund; now,
therefore, let it be

RESOLVED, that the San Francisco Board of Supervisors support the findings of the
study, "Failing California's Communities"; and, let it be

FURTHER RESOLVED, that the San Francisco Board of Supervisors urge the UC
Administration to provide greater economic development and opportunity to the City and
County of San Francisco, especially the low-income neighborhoods, by paying UC patient
care and service workers the same livable wages paid by other hospitals and community
colleges, along with affordable benefits; so that workers don't have to receive public
assistance, can support their families, and can live in with dignity and respect in healthier
communities.

**Supervisor Tom Ammiano, District 9**

BOARD OF SUPERVISORS

3/11/2008
Resolution supporting University of California low-wage patient care and service employees and the findings of Failing California's Communities: How the University of California's Low Wages Affect Surrounding Cities and Neighborhoods.

March 18, 2008  Board of Supervisors — ADOPTED

Ayes: 11 - Alioto-Pier, Ammiano, Chu, Daly, Dufty, Elsbernd, Maxwell, McGoldrick, Mirkarimi, Peskin, Sandoval

I hereby certify that the foregoing Resolution was ADOPTED on March 18, 2008 by the Board of Supervisors of the City and County of San Francisco.

Angela Calviño
Clerk of the Board

3.24.08
Date Approved

Mayor Gavin Newsom